## 2014 FCC EEO Public File Report for Charter Communications 12371 - COE Fond du Lac Cnty WI

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: 461

Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 1019

Please see attached the Recruitment Source List that includes recruitment source contact information.

## **FULL-TIME VACANCIES FILLED**

State WI

FCC Unit 12371 - COE Fond du Lac Cnty WI

				Number
Req#	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred	Hired
1405293	Bus Controls Analyst-Cust Ops	Referral	1	1
1405293 Tot	al		1	1
1405003	Dir, Human Resources II	Charter.com	4	0
		Internal	1	1
		LinkedIn	1	0
1405003 Tot			6	1
1305704	Facilities Administrator	Charter.com	1	1
		Referral	1	0
1305704 Tot	al		2	1
1406070	Maintenance Coordinator	Internal	1	1
1406070 Tot	al		1	1
1304222	Mgr, Billing	Charter.com	5	0
		Internal	1	1
		Referral	3	0
		CareerBuilder	1	0
1304222 Tot	al		10	1
1404288	Mgr, Facilities	Internal	1	1
1404288 Tot			1	1
1306797	Mgr, Human Resources I	Charter.com	1	0
		Internal	1	0
		LinkedIn	1	0
		Referral	1	1
1306797 Tot	al		4	1
1406119	Mgr, Human Resources I	Internal	1	1
1406119 Tot			1	1
1302309	Rep, Billing	Charter.com	125	30
		Job Center of Wisconsin	18	3
		Job Fair	3	1

Referral         88         27           CarerBuilder         21         77           1302309 Tost         TW         402         107           1303141         Rep, Billing         Charter.com         32         13           1303141         Rep, Billing         Charter of Wisconsin         3         2           1400         Newspaper         7         2           Radio         16         7         2           Referral         21         88         3         2           1303141 Tost         7         2 </th <th>1302309</th> <th>Rep, Billing</th> <th>Newspaper</th> <th>75 60</th> <th>16</th>	1302309	Rep, Billing	Newspaper	75 60	16		
Page			Radio Referral	69	22 27		
TV         3         1           1303141         Rep, Billing         Charter.com         32         13           1303141         Rep, Billing         Charter.com         32         13           100         Job Center of Wisconsin         3         2							
1302309 Total							
1303141   Rep. Billing	1302309 To	ıtal	T V				
Internal   Internal   1			Charter.com				
Membanasha	.000	rtop, Elinig		1			
Newspaper				3			
Radio   16   7   7   7   7   7   7   7   7   7							
Referral							
CareerBuilder TV         2         3							
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Internal			Charter.com				
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Newspaper         4         1           Radio         18         5           Referral         49         25           Referral         6         33           1305133         Rep, Billing         Charter.com         6         33           Babiling         Charter.com         9         6           Rep, Billing         Charter.com         9         6           Radio         11         4         3           1005133 Total         Tep, Billing         Charter.com         19         15           1307230         Rep, Billing         Charter.com         19         15           150 Center of Wisconsin         1         1         1           Newspaper         3 <t< td=""><td></td><td></td><td></td><td>5</td><td></td></t<>				5			
Radio     18     5       Referral     49     24       1303891 Total     CareerBuilder     68       1305133     Rep, Billing     Charter.com     42     30       Job Center of Wisconsin     9     6     30       Newspaper     10     4     4     30       Referral     32     21     22       Radio     14     4     3       1307230     Rep, Billing     Charter.com     19     15       1307230     Rep, Billing     Charter.com     19     15       14 Newspaper     3     2       Referral     3     2       Referral     15     10       CareerBuilder     15     10       1401659     Rep, Billing     Charter.com     2     18       Internal     1     1     1       Job Center of Wisconsin     1     1     1       Internal     2     2     1       Interna							
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Substitute			Charter.com				
Newspaper       10       4         Radio       11       4         Referral       32       21         CareerBuilder       4       3         1307230       Rep, Billing       Charter.com       19       15         Job Center of Wisconsin       1       1       1         Newspaper       3       2       2         Radio       3       2       3       2         Radio       3       1       0       1       1       0         1007230 Total       2       2       18       1       0       1       1       0       1       0       1       0       1       0       1       0       0       1       0       0       1       0       0       1       0       0       1       0       0       1       0       0       1       0       0       1       0       0       1       0       0       1       0       0       1       0       0       1       1       0       0       1       1       1       0       0       1       1       1       1       1       1		17 3					
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1401659       Rep, Billing       Charter.com       22       18         Internal       1       1         Job Center of Wisconsin       1       1         Radio       4       3         Referral       19       11         CareerBuilder       5       3         1401659 Total       52       37         1403179       Rep, Billing       Charter.com       22       20			CareerBuilder	1	0		
Internal	1307230 To	tal		42			
Job Center of Wisconsin       1       1         Radio       4       3         Referral       19       11         CareerBuilder       5       3         1401659 Total       52       37         1403179       Rep, Billing       Charter.com       22       20	1401659	Rep, Billing	Charter.com	22	18		
Radio       4       3         Referral       19       11         CareerBuilder       5       3         1401659 Total         1403179       Rep, Billing       Charter.com       22       20			Internal	1	1		
Referral CareerBuilder     19     11       CareerBuilder     5     3       1401659 Total       1403179     Rep, Billing     Charter.com     22     20			Job Center of Wisconsin	1	1		
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CareerBuilder         5         3           1401659 Total         52         37           1403179         Rep, Billing         Charter.com         22         20			Referral	19	11		
1403179         Rep, Billing         Charter.com         22         20			CareerBuilder	5			
				52			
Job Center of Wisconsin 2 2	1403179	Rep, Billing		22	20		
			Job Center of Wisconsin	2	2		

1403179	Rep, Billing	Newspaper	3	3
	· ·	Radio	2	0
		Referral	25	21
		CareerBuilder	2	0
1403179 To	tal		56	46
1406351	Rep, Billing	Charter.com	13	9
		Job Center of Wisconsin	2	1
		Radio	4	0
		Referral	6	4
1406351 To	tal		25	14
1301899	Sr Rep, Billing	Internal	7	7
1301899 To			7	7
1304370	Sr Rep, Billing	Internal	2	1
1304370 To	tal		2	1
1306725	Sr Rep, Billing	Internal	15	10
1306725 To	tal		15	10
1402470	Sr Rep, Billing	Internal	4	4
1402470 To	tal		4	4
1405629	Sr Rep, Billing	Internal	6	6
1405629 To	tal		6	6
1205768	Sup, Billing	Internal	5	5
1205768 To	tal		5	<b>5</b>
1301744	Sup, Billing	Internal	6	6
1301744 To	tal		6	6
1305524	Sup, Billing	Charter.com	1	0
		Internal	5	3
1305524 To	tal		6	3 3 2
1402024	Sup, Billing	Internal	2	2
		CareerBuilder	1	1
1402024 To	tal		3	3
Grand Total			1019	461

## RECRUITMENT SOURCE LIST

				Telephone	Entitled to	Total Number of
Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Number	Notification?	Referrals
Radio - Charter often advertises	davis@wfdl.com		Terry Davis		No	
via paid radio endorsers on local	marty@b104online.com		Marty Schibbelhit			
stations which include: WFDL,						
WTCX, WMDC, WBJZ				920-924-9697		127
Charter website	<u>www.charter.com</u>				No	
						368
Employee Referral					No	
						261
Newspaper - Charter often	jlibak@gannett.com		Justin Libak	877-925-0233	No	
advertises via paid newspaper ads						
with Gannett Wisconsin Media						
(Action Advertiser)						102
CareerBuilder - Charter	jlibak@gannett.com		Justin Libak	877-925-0233	No	
occassionally gets special						
discounted postings and email						
blasts in tandem with newspaper						49
Job Center of Wisconsin	debra.warga@dwd.wiscons	Fond du Lac, WI	Debra Warga	920-929-3900	No	
	<u>in.gov</u>					41
TV - Charter OnDemand, Charter	jessie.hlad@charter.com		Jessie Hlad	715-301-4071	No	
Cross Channels	bob.pinter@charter.com					
	Sosiphice & charteriosin					
						5
Job Fairs - Charter attends job	UW Oshkosh, Moraine				No	
fairs during the year	Park Technical College					
	(FDL)					
						3
LinkedIn - Charter occassionally	www.linkedin.com				No	
posts on this site for professional						
positions						2
Internal Postings that current					No	
employees applied for						
						61

## **Supplemental Recruitment Initiatives:**

#	Name	Date	Description
1	Fond du Lac High School Reality Day	11/7/2013	help teach students about our services and life skills
2	Career Fair on the Fox (University of Wisconsin Oshkosh)	3/4/2014	community job fair @ UW Oshkosh
3	Leaders As Readers	4/8/2014	discuss oppourtunities with Charter in the surrounding schools while participating in a reading program
4	Fond du Lac Job Fair	4/16/2014	community job fair and resume review
5	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level postions	9/17-18/2014	Training supervisor fundamentals (Charter University)
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally	Various	Charter Communications contracts with the Local Job Network (localjobnetwork.com) to email open position daily through their Community and Diversity Outreach program to 2.1 million monthly active and passive job seekers. The outreach focuses on minorities, women, people with disabilities, veterans, historically black colleges and universities, state workforce agencies, and professional/technical groups.